

Code of Conduct

This Code of Conduct defines the basic requirements of Statex Produktions- und Vertriebs GmbH to its suppliers of goods and services regarding their responsibility towards interested parties and the environment.

The Statex Produktions- und Vertriebs hereby declares:

- We do not compromise on integrity and honesty.
- We do not tolerate any active or passive bribery: no disproportionate gifts, commissions, compensations, etc., for an inadmissible advantage.
- We act in a performance-oriented and with a fair manner in the market. We do not make any agreements in terms of prices, quantities or markets with competitors.
- We comply with the laws of applicable legal systems.

- **Prohibition of corruption and bribery**
 - to tolerate no form of and not to engage in any form of corruption and bribery, including any payment or other form of benefit for the purpose of influencing decision making in violation of law.

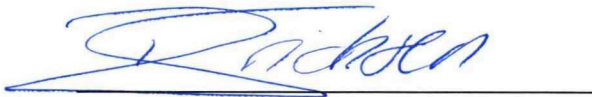
- **Respect for the basic human rights of employees**
 - to promote equal opportunities for treatment of our employees irrespective of skin color, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age.
 - to respect the personal dignity, privacy and rights of each individual.
 - to refuse to employ or make anyone work against his will.
 - to refuse to tolerate any unacceptable treatment of employees, such as cruelty sexual harassment or discrimination.
 - to provide fair remuneration and to guarantee the applicable statutory minimum wage.
 - to comply with the maximum number of working hours laid down in the applicable laws.

- **Prohibition of child labour**
 - The supplier obligates itself not to tolerate any exploitation of children and not to employ children who have not yet reached the minimum working age. Every child must be protected from economic exploitation and from having to carry out work, which is classified as dangerous, has a negative impact on the child's education or which impairs the child's healthy development.

- **Health and safety of employees**
 - to take responsibility for the health and safety of our employees.
 - to control hazards and take the best reasonable precautionary measures against accidents and occupational diseases.
 - to provide training and ensure that employees are educated in health and safety issues.

- **Environmental protection**
 - to act in accordance with the applicable statutory and international standards regarding environmental protection.
 - To minimize environmental pollution and make continuous improvements in environmental protection.
- **Supply chain**
 - to comply with the principles of non-discrimination in the selection and treatment of all suppliers.
- **Communication**
 - We of the Statex Produktions- und Vertriebs GmbH shall undertake to communicate the provisions of this Code of Conduct to our employees, contractual partners and, wherever appropriate, to yet other parties. It shall be made clear to the contractual partners involved, that compliance with the Code of Conduct is, in principle, a matter of obligation.

Bremen 25.11.2021



Robert Erichsen
CEO